UHC/AACN Nurse Residency Program™

Since 2002, the UHC/AACN Nurse Residency Program™ (NRP) has provided health care organizations with a transition-to-practice program for new graduate nurses. This transition to competent nursing practice is supported by evidence-based curriculum that is customized to reflect the values and mission of your organization, access to content experts, and participation in an evidence-based practice (EBP) project. With well-published outcomes, the NRP set the standard for residency programs in the 2010 Institute of Medicine report The Future of Nursing: Leading Change, Advancing Health.¹

Positive Impact on Retention Outcomes

One of the hallmark outcomes for the NRP continues to be increased retention²:

<table>
<thead>
<tr>
<th>Report Year</th>
<th>Retention (%)</th>
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<tbody>
<tr>
<td>2011</td>
<td>96.1</td>
</tr>
<tr>
<td>2012</td>
<td>94.6</td>
</tr>
<tr>
<td>2013</td>
<td>94.5</td>
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- **Reduced turnover rate**—Nearly 27% of new nurses leave their positions within the first year. The average turnover rate of nurse residents in NRP participating organizations is 5.4%.
- **Reduced turnover cost**—The estimated cost of turnover is $88,000 per nurse. For every 1% increase in turnover, the estimated institutional cost is $300,000.

Other Significant Benefits

- Committed, engaged care providers with increased confidence and competence
- Improved team dynamics through socialization to your organization
- Increased ability to prioritize and organize
- Greater nurse satisfaction and professional commitment
- Immersion in evidence-based practice

Program Requirements

- Mandatory participation of all new graduate hires
- 1 year in length with monthly meetings (minimum duration of 4 hours)
- Required participation in an EBP project
- Academic partnership
- Advisory board

UHC/AACN Nurse Residency Program™ at Augusta University Medical Center

History—The program at Augusta University Medical Center began in 2016 and is a partnership between Augusta University Medical Center and Augusta University College of Nursing.

Structure—The nurse residency program at Augusta University Medical Center is structured according to the guidelines and recommendations provided by the UHC/AACN. Key features include:

- The program is 1 year in length.
- The residency layers on top of hospital and nursing orientation and specialty training courses.
- All participants partner with a college of nursing, creating a clinical and academic link.
- Core content is provided in structured monthly seminars that last a minimum of 4 hours.
- Systematic opportunities offer access to hospital experts and resident facilitators.
- All residents complete an evidence-based practice project.

Outcomes and Organizational Impact
We look forward to residents’ evidence-based practice projects, which can change clinical practice throughout our hospital.

Who Participates—We include all new BSN-prepared registered nurse graduates with less than 1 year of experience.

Partners and Stakeholders
- Our partner is Augusta University College of Nursing.
- Key players are the nurse residency coordinator, chief nursing officer, dean, nursing education department, college faculty, hospital educators, unit managers and directors, and clinical specialists.
- An advisory board meets Quarterly to address issues concerning the residency.
- Content experts (who may be professionals outside nursing).
- Facilitators guide monthly discussions, work with nurse residents to identify learning needs, serve as experienced nurse experts, and guide the residents’ evidence-based project efforts.

Expectations of the Nurse Resident—Each resident:
- Attends 100% of residency seminars and learning activities
- Actively participates in residency seminars